

OFFICE OF STATE EMPLOYMENT RELATIONS

- COMPENSATION AND LABOR RELATIONS BULLETIN -

Date: April 17, 2012

Locator No: OSER-0303-CLR

Subject: REPLACEMENT BULLETIN:
Definitions of Upward Classification
Movements within Broadbanded
Classifications

The purpose of this bulletin is to define upward classification movements within broadbanded classification series, effective April 8, 2012. **This bulletin replaces Bulletin OSER-0297-CLR dated January 24, 2012, which should be discarded.** This bulletin has been updated to reflect the addition of Criminal Analyst, Excise Tax Agent and Special Agent series classifications to the Schedule 07 broadband pay range groupings.

SECTION I. APPLICABLE PROVISIONS

Section I of the Compensation Plan entitled "Pay Administration for Broadband Pay Schedules" contains references to employees' movements to a "higher classification series level" under I, 4.10 (2), which states:

4.10 Pay on Regrade for Reallocation or Reclassification to a Classification in the Same or Counterpart Pay Range

- (2) Regraded employees, except trainees, whose positions are reallocated or reclassified to a higher classification series level within the same pay range, will receive an increase in the amount of 8.0% of the pay range minimum, subject to the applicable appointment maximum. **This applies only if an employee has not held, within five years of the reclassification or reallocation effective date, permanent status in class at the same level of the reclassification or reallocation.** (Underlining added for emphasis.)

SECTION II. BROADBAND PAY RANGE GROUPINGS

In ascending order, the professional fiscal classifications are Groups A and B in pay range 07-04; Groups C, D, and E in pay range 07-03; and Groups F, G, and H in pay range 07-02. In pay range 07-04, Group A is the first level of broadbanded classifications. Group B classifications are higher than Group A classifications.

07-04 Group A	07-04 Group B
Criminal Analyst IS Professional In-Training (B) Lottery Customer Service Specialist Purchasing Agent	Criminal Analyst-Senior IS Analyst or Professional classifications (all IS job families) Lottery Customer Service Specialist-Senior Purchasing Agent-Objective

In pay range 07-03, Group C is the first level of broadbanded classifications. Group D classifications are higher than Group C classifications; and Group E classifications are higher than Group D classifications.

07-03 Group C	07-03 Group D	07-03 Group E
Accountant-Journey Agriculture Auditor 3 Auditor-Journey Consumer Credit Examiner-Journey Emergency Government Specialist-Senior Excise Tax Agent Financial Examiner- Journey Health Care Rate Analyst-Senior Insurance Examiner-Journey Insurance Financial Examiner-Journey Insurance Program Specialist-Obj Procurement Specialist-Objective Property Assess Practices Spec-Jrny Property Assess Specialist-Journey Public Utility Fin Analyst-Journey Real Estate Specialist-Senior Revenue Agent 3 Revenue Auditor 3 Revenue Field Agent 3 Revenue Tax Specialist 1 Securities Examiner-Journey Special Agent Tax Resolution Officer – Office Audit-Objective Tourism Coordinator Trust Fund Specialist-Objective	Accountant-Senior Agriculture Auditor 4 Auditor-Senior Consumer Credit Examiner-Senior Emergency Government Specialist-Adv Excise Tax Agent-Senior Financial Examiner- Senior Health Care Rate Analyst-Advanced Insurance Examiner-Senior Insurance Financial Examiner-Senior Insurance Program Specialist-Senior Procurement Specialist-Senior Property Assess Practices Spec-Sr Property Assess Specialist-Adv Public Utility Fin Analyst-Senior Real Estate Specialist-Advanced Revenue Agent 4 Revenue Auditor 4 Revenue Field Agent 4 Revenue Field Auditor 4 Revenue Tax Specialist 2 Securities Examiner-Senior Special Agent-Senior Tax Resolution Officer – Office Audit Senior Tourism Coordinator-Senior Transportation Fiscal Analyst 1 Trust Funds Specialist-Advanced	Property Assess Chief Training Officer Revenue Field Agent 5 Revenue Field Auditor 5 Transportation Fiscal Analyst 2

In pay range 07-02, Group F is the first broadbanded classification level. Group G classifications are higher than Group F classifications; and Group H classifications are higher than Group G classifications.

07-02 Group F	07-02 Group G	07-02 Group H
Accountant-Advanced Agriculture Auditor 5 Auditor-Advanced Consumer Credit Examiner-Advanced Financial Examiner-Advanced Insurance Financial Examiner-Advanced IS Business Automation Specialist IS Comprehensive Services Specialist IS Data Services Specialist IS Enterprise Data Services Specialist IS Enterprise Network Services Specialist IS Enterprise Strategic Planning Serv Spec IS Enterprise Systems Development Serv Spec IS Enterprise Technical Services Specialist IS Network Services Specialist IS Systems Development Services Specialist IS Technical Services Specialist Public Utility Auditor-Adv Public Utility Fin Analyst- Advanced Revenue Auditor 5 Revenue Field Auditor 6 Revenue Tax Specialist 3 Tax Resolution Officer – Corporation Office Audit	Accountant (UTF Systems) Auditor (School Finance) Auditor (Transp Plan & Review) Auditor-Senior (DHFS) IS Business Automation Consultant/Administrator IS Comprehensive Services Consultant/Administrator IS Data Services Consultant/Administrator IS Enterprise Data Services Consultant/Administrator IS Enterprise Network Services Consultant/Administrator IS Enterprise Strategic Plan Serv Consultant/Administrator IS Enterprise Systems Dev Serv Consultant/Administrator IS Enterprise Technical Serv Consultant/Administrator IS Network Services Consultant/Administrator IS Systems Development Serv Consultant/Administrator IS Technical Services Consultant/Administrator Public Utility Auditor-Princ Public Utility Fin Analyst-Princ Revenue Auditor 6 Revenue Field Auditor 7 Revenue Tax Specialist 4 Tax Resolution Officer – Field Audit	Public Utility Auditor-Consultant Revenue Field Auditor 8 Revenue Tax Specialist 5 Tax Resolution Officer – Large Case

In ascending order, the research, statistics and analysis classifications are Groups A and B in pay range 08-03. In pay range 08-03, Group A is the first level of broadbanded classifications; Group B classifications are higher than Group A classifications.

08-03 Group A	08-03 Group B
Public Utility Rate Analyst-Senior Research Analyst-Senior	Public Utility Rate Analyst-Principal Research Analyst-Advanced

In ascending order, the professional science classifications are Groups A and B in pay range 15-03. In pay range 15-03, Group A is the first level of broadbanded professional science classifications; Group B professional science classifications are higher than Group A classifications.

15-03 Group A	15-03 Group B
Agricultural Marketing Consultant-Senior Air Management Specialist-Senior Chemist-Senior Conservation Biologist-Senior Controlled Substance Analyst-Senior Cytotechnologist-Senior DNA Analyst-Senior Environmental Analysis & Review Spec-Sr Environmental Enforcement Specialist-Senior Environmental Health Specialist-Senior Environmental Toxicologist-Senior Examiner of Questioned Documents-Senior Fingerprint and Footwear Examiner-Senior Firearm and Toolmark Examiner-Senior Fisheries Biologist-Senior Forensic Imaging Specialist-Senior Forester-Senior Gaming Veterinarian-Objective Health Physicist-Senior Hydrogeologist-Senior Medical Technologist-Senior Microbiologist-Senior Natural Resources Educator-Senior Natural Resources Research Scientist-Senior Parks & Recreation Specialist-Senior Plant Pest & Disease Specialist-Senior Public Health Sanitarian-Senior Toxicologist-Senior Trace Evidence Examiner-Senior Veterinarian-Objective Veterinarian Specialist-Senior Waste Management Specialist-Senior Wastewater Specialist-Senior Water Regulation & Zoning Specialist-Senior Water Resources Management Specialist-Sr Water Supply Specialist-Senior Wildlife Biologist-Senior	Agriculture Marketing Consultant-Advanced Air Management Specialist-Advanced Chemist-Advanced Conservation Biologist-Advanced Controlled Substance Analyst-Advanced Cytotechnologist-Advanced DNA Analyst-Advanced Environmental Analysis & Review Spec-Adv Environmental Enforcement Specialist-Adv Environmental Health Specialist-Advanced Environmental Toxicologist-Advanced Examiner of Questioned Documents-Advanced Fingerprint and Footwear Examiner-Advanced Firearm and Toolmark Examiner-Advanced Fisheries Biologist-Advanced Forensic Imaging Specialist-Advanced Forensic Science Training Coordinator-Adv Forester-Advanced Gaming Veterinarian-Senior Health Physicist-Advanced Hydrogeologist-Advanced Medical Technologist-Advanced Microbiologist-Advanced Natural Resources Educator-Advanced Natural Resources Research Scientist-Adv Parks & Recreation Specialist-Advanced Plant Pest & Disease Specialist-Advanced Public Health Sanitarian-Advanced Toxicologist-Advanced Trace Evidence Examiner-Advanced Veterinarian-Senior Veterinarian Specialist-Advanced Waste Management Specialist-Advanced Wastewater Specialist-Advanced Water Regulation & Zoning Specialist-Adv Water Resources Management Specialist-Adv Water Supply Specialist-Advanced Wildlife Biologist-Advanced

In ascending order, the broadbanded groups in pay range 56-01 are Groups A and B. In pay range 56-01, Group A is the first broadbanded class level. Group B classifications are higher than Group A classifications.

56-01 Group A	56-01 Group B
State Patrol Sergeant	State Patrol Lieutenant

In ascending order, the broadbanded groups in pay range 70-02 are Groups A, B, and C. In pay range 70-02, Group A is the first broadbanded class level. Group B classifications are higher than Group A classifications; and Group C classifications are higher than Group B classifications.

70-02 Group A	70-02 Group B	70-02 Group C
IS Specialist-Confidential IS Specialist-Management	IS Enterprise Specialist-Confidential Information Systems Supervisor 2 IS Consultant-Confidential IS Consultant-Management	IS Enterprise Consultant-Confidential Info Tech Mgt Consultant Management Information Chief

In ascending order, the broadbanded groups in pay range 81-03 are Groups A, B, C, and D. In pay range 81-03, Group A is the first broadbanded class level. Group B classifications are higher than Group A classifications; Group C classifications are higher than Group B classifications; and Group D classifications are higher than Group C classifications.

81-03 Group A	81-03 Group B
Accountant Journey-Confidential Executive Human Resources Specialist-Senior Executive Policy and Budget Analyst-Entry Human Resources Specialist-Senior IS Professional Senior-Confidential Revenue Economist-Confidential-Senior	Accountant Senior-Confidential Accountant Senior-Management Executive Human Resources Specialist-Advanced Executive Policy and Budget Analyst-Journey Human Resources Specialist-Advanced Revenue Economist-Confidential-Advanced

81-03 Group C	81-03 Group D
Accountant Advanced-Management Executive Policy and Budget Analyst-Senior IS Supervisor 1 Labor Relations Specialist	Labor Relations Specialist-Senior

In ascending order, the broadbanded groups in pay range 81-04 are Groups A and B. In pay range 81-04, Group A is the first broadbanded class level. Group B classifications are higher than Group A classifications.

81-04 Group A	81-04 Group B
IS Support Technician-Confidential	IS Support Technician-Confidential-Senior

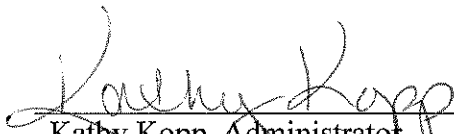
In ascending order, the nonrepresented broadbanded groups in pay range 81-05 are Groups A and B. In pay range 81-05, Group A is the first broadbanded class level. Group B classifications are higher than Group A classifications.

81-05 Group A	81-05 Group B
Program Assistant-Confidential	Program Assistant-Advanced-Confidential

SECTION III. REFERRAL OF QUESTIONS

Employee Questions: Individual employees with questions regarding the information provided in this bulletin should contact their agency Human Resources Office or Payroll Office directly.

Employer Questions: Employer questions regarding the information provided in this bulletin may be directed to Paul Ostrowski by e-mail at Paul.Ostrowski@Wisconsin.gov or by phone at (608) 267-0343.


Kathy Kopp, Administrator
Division of Compensation and Labor Relations